



# Commanders Conference

**TECOM G-1  
16 Apr 02**

**Mr. Bruce Judge  
AC/S G-1**

# **TECOM G-1**

- **AC/S G-1              BRUCE JUDGE    DSN 278-3085**
- **OFF ASST MERI FISCHER        DSN 278-2231**
- **G-1A              MAJOR BILL RAMPEY    DSN 278-3064**
- **CIV PERS    LINDA SCHLEIS        DSN 278-3549**
- **CIVASST    CAROL MURCEK        DSN 278-3751**
- **CAR PLR    GYSGT RITCHIE                  DSN 278-9886**



# **TECOM G-1**

- **STAFFING(MAJOR RAMPEY)**
  - COORDINATES WITH MMEA/MMOA ON ALL QUANTICO ASSIGNMENTS TO MCC 068/069 (EDU CMD/OCS), 086 (TECOM HQ), 087 (TRNG COM HQ) AND 095 (WTBN QUANTICO)
  - ON BEHALF OF THE CG, TRNG COM, TROUBLE SHOOTS ALL DET/SCHOOL STAFFING PROBLEMS
  - IS THE TECOM POINT OF CONTACT TO M&RA ON ALL MANPOWER ISSUES



# **TECOM G-1**

- **STRUCTURE (MAJOR RAMPEY)**
  - **IS THE T/O CONTROL AND ADVOCATE FOR ALL T/O'S IN TECOM**
  - **IS THE SOLE POINT OF CONTACT FOR TECOM TO THE TOTAL FORCE STRUCTURE DIVISION ON ALL T/O AND STRUCTURE MATTERS**



# **TECOM G-1**

- **CIVILIAN PERSONNEL (MRS SCHLEIS)**
  - COORDINATES ALL CIVILIAN ACTIONS FOR TECOM CIVILIAN PERSONNEL ABOARD QUANTICO
  - OVERSEES CIVILIAN STRUCTURE FOR ALL TECOM SUBORDINATE COMMANDS OUTSIDE OF QUANTICO
  - APPROVAL AUTHORITY ON ALL NEW BILLETS/UPGRADES



# **TECOM G-1**

- **CAREER PLANNER (GYSGT RITCHIE)**
  - TECOM CAREER PLANNER IS ALSO TRNG COM CAREER PLANNER
  - COORDINATES ALL CG WAIVERS REQUIRED TO BE SEEN BY CG,TRNG COM
  - MONITORS FTAP/STAP STATUS
  - PROVIDES INFORMATION/TRAINING/ASSISTANCE TO DET/SCHOOL CAREER PLANNERS
  - INTERFACES FOR TECOM WITH MMEA



# **MANPOWER ISSUES YOU SHOULD BE AWARE OF**

- **Staffing Precedence Reduction**
  - \*\*New Staffing Precedence Order lowered staffing of Formal Schools to 95%
  - \*\*Instructors are no longer specified as “excepted” billets
  - \*\*Small detachments are unaffected
  - \*\*What did we do to help?
    - Drew a “no fire area” around instructor MOS’s at some schools....the 5% reduction comes from support MOS’s



# **FORMER Precedence Levels**

Excepted(100% of ASR by grade and MOS)

- JT/acquisition billets
- HMX-1/Blue Angels support
- FSMAO/Food Mgmt Tms/Admin Analysis Tms
- MAWTS/MAD, Pax River
- Recruiting 'A' billets
- MEU Command Elements
- Instructor/training billets; schools, MATSGs, MCI, MCRDs, training sqdns, EWTGs
- MEPCOM
- VX-9, NWC China Lake

**Totals (2165 Officers/13489 Enlisted)**

Priority(100% of total ASR)

- HQMC, MCRC, MCCDC, MATCOM, MARFORs
- MEF Command Elements
- MCRSC, DFAS, MCSA
- MSG Bn, MCSF Bn, Marine Barracks
- MCTSSA, MCOTEA
- I&Is, 4th Div, 4th Wing, 4th FSSG
- Recruiting 'B' billets
- FMF aviation units, MCASS
- 'V' FMF units
- Radio Bns, MARSPT Bn
- Mobile Construction Bns
- Training support personnel; schools, MCRD, MATSG, EWTG
- Flag Allowances

**Totals (9366 Officers/64140 Enlisted)**



# New Precedence Levels

## Excepted (100%)

- HMX-1 Structure (Pres Supt) (85/381)
- MCRC Structure (Dist & below) (438/3213)
- MEU CE Structure (133/273)
- JDAL (540/0)
- MSG Bn (33/1238)
- I&I Staffs Reg't and below (367/3428)

**Totals (1596  
Officers/8533 Enlisted)**

## Priority (95%)

- MEF Command Elements (346/405)
- Reconnaissance Units (66/977)
- Joint and External Billets (1205/1121)
- **Formal Schools (960/5276)**
  - MCRD (366/3255)
  - MCRC HQ (43/47)
  - MARFOR Forward HQ (58/78)
  - Infantry Battalions (1080/20568)
  - Flying Squadrons (2455/16484)
  - Radio Battalions (79/1164)
  - CSSDs (79/1177)
  - I&I Staffs Div/Wing/FSSG HQ (107/357)
  - MarBks Wash D.C. (ceremonial) (19/538)
  - Blue Angel Support (4/12)
  - Bands (7/350)
  - MCSF Bn (104/2364)

**Totals (6978 Officers/53688 Enlisted)**



# **Result of the new staffing order on the Marine Corps**

		<u>Old</u>	
	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>
<b>Excepted</b>	13.5%	9.8%	10.2%
<b>Priority</b>	58.4%	46.6%	47.8%
<b>Pro-Share</b>	<b>28.1%</b>	<b>43.6%</b>	<b>42.0%</b>
		<u>New</u>	
	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>
<b>Excepted</b>	9.9%	6.2%	6.6%
<b>Priority</b>	41.6%	39.1%	39.4%
<b>Pro-Share</b>	<b>48.5%</b>	<b>54.7%</b>	<b>54.0%</b>



# **How are the effects of 95% staffing being minimized?**

- A “no fire area” around selected instructor MOS’s at selected schools/detachments.....ensure they are staffed at 100%
- Bottom line: the 5% reduction then comes from “support” billets



# **MOS Protection (No Fire Area)**

- **Ft Knox: 1812/2146**
- **Ft Sill: 08XX**
- **MCCSSS: 0170/0151/8151**
- **Ft Lee: 1391/33XX/0451**
- **Aberdeen: 13XX/21XX**
- **Keesler: 28XX/64XX/68XX**
- **Goodfellow: 2673**
- **MCCES: 01XX/30XX/2862**
- **Fort Leonard Wood: 1310/5711**



# MOS Protection (cont)

- **SOI-W:** 0313/31/41/51/52/ 3002/2111
- **SOI-E:** 0331/41/51/52 3002/2111/3531
- **AAS Bn:** 1833/21XX
- **EWTG's:** 03XX/8654
- **MWTC:** 03XX
- **MCES:** 11XX/13XX



# **MANPOWER ISSUES YOU SHOULD BE AWARE OF (CONT.)**

- **Tables of Organization**
  - \*\*Can be accessed on the Total Force Structure Website at:  
[WWW.MCCDC.USMC.MIL/TFS/](http://WWW.MCCDC.USMC.MIL/TFS/)
  - \*\*Website has change request form(NAVMC 11355)
  - \*\*Submit via the chain of command to CG, MCCDC (C53/TFS)
  - \*\*Compensation for any increases is always the issue



# **Forwarding a T/O Change Request (TOCR)**

- **Review MCO 5311.11C (on the TSFD website)**
- **Submit to CG, MCCDC (C5327) via CG, Training Command, and CG TECOM (G-1)**
- **TECOM Msg 291200Z Jan 02 sets timelines for all TOCR's to arrive at TECOM Hqtrs annually (15 Apr & 15 Oct) to be able to impact on Feb and Aug running of the Trooplists by TFSD**



# *T/O Change Requests....which T/O do you use?*

[http://www.mccdc.usmc.mil/TFS/ENTER\\_SITE.ASP](http://www.mccdc.usmc.mil/TFS/ENTER_SITE.ASP)

## Current

- **Current and Future T/O&E**
- **T/O&E Change Request Form**
- **Troop List**
- **TFSD POC List**
- **IHG Coding**
- **Research Tools (Cross Reference Tables)**
- **Whats New at TFSD**
  - **Uncompensated Billet Review**
  - **MOS Spec/OccFId Mgr POCs**
  - **TMR Users Help File**
  - **MCO 5311.1C**

## Future

- **Current and Future T/O&E**
- **T/O&E Change Request Form**
  - **Electronic Staffing (status updates)**
- **Troop List/ASR (Expected O/Bs)**
- **TFSD/MOS Spec/OccFId Mgr POCs**
- **IHG Coding**
- **Research Tools (Cross Reference Tables and Users Manuals)**
- **Marine Corps Orders (TFS Process, Manning and Staffing, AAO)**
- **Data Query Capability**



# **Enlisted Retention**

- **TECOM has become an equal player with the MARFORs, MCRC, and MATCOM for missioning purposes**
- **Each Commanding General within TECOM has a first-term retention mission based on MOS/EAS'ing first term population**



# **USMC FTAP History / Trends**

<b><u>FY</u></b>	<b><u>EAS Pop.</u></b>	<b><u>FTAP#</u></b>	<b><u>Agg. % of EAS</u></b>
<b>93</b>	<b>24,301</b>		<b>3,264</b>
			<b>13.42%</b>
<b>94</b>	<b>22,018</b>	<b>4,004</b>	<b>18.19%</b>
<b>95</b>	<b>20,943</b>	<b>4,057</b>	<b>19.37%</b>
<b>96</b>	<b>22,072</b>	<b>4,296</b>	<b>19.46%</b>
<b>97</b>	<b>24,000</b>	<b>4,600</b>	<b>19.17%</b>
<b>98</b>	<b>21,824</b>	<b>4,634</b>	<b>21.23%</b>
<b>99</b>	<b>23,832</b>	<b>5,472</b>	<b>22.87%</b>
<b>00</b>	<b>22,294</b>	<b>5,787</b>	<b>25.95%</b>
<b>01</b>	<b>23,051</b>	<b>6,068</b>	<b>26.32%</b>
<b>02</b>	<b>22,400</b>	<b>5919</b>	
			<b>26.4%</b>



# **FTAP**

- TRAINING COMMAND TASKED WITH REENLISTING 74 MARINES IN 31 SPECIFIC MOS'S.**
- 124 REENLISTED OVERALL**
- 28 OF 31 MISSIONED MOS'S COMPLETED(90.3%).**
- 3 MOS's REMAIN TO BE FILLED: 3381 (1) **CLOSED**,  
3052 (1) and 2336 (2)**
- START PREPARATIONS FOR FY03 FIRST TERM REENLISTMENTS WHICH BEGIN 1 JUL 02.**



# **STAP**

- TECOM TASKED WITH REENLISTING 817 CAREER MARINES IN 123 MOS'S IN FY02**
- TECOM SUBORDINATE CMDS HAVE REENLISTED 554**
- TRNG CMD MISSION: 323 IN 76 SPECIFIC MOS'S**
- 252 MARINES REENLISTED.**
- 38 OF 76 MOS'S COMPLETED(50%)**
- COMMAND REENLISTMENT BREAKDOWN WILL BE PUBLISHED MID 3<sup>RD</sup> QTR FY02 TO ALL CMDS**
- PROBLEM AREAS: MISSING FITREPS, OUTDATED PFT'S, LAST MINUTE SUBMISSIONS**



# **RETENTION CONCERNS...HOW CAN YOU HELP?**

- **SCREENING PROCESS**
  - **TOO MANY REQUESTS ARE BEING FWD'D TO MMEA WITH ERROR'S. COMMON ERRORS:**
    - Incomplete information in the CO comment block
    - Missing Pro/Con's
    - Req exceeds svc limits
    - Outdated PFT
    - Missing FITREPS
    - Career Planner Comment block filled out improperly
    - No body fat % when Marine exceeds wt standards
  - **THESE ARE ALL SHOW STOPPERS.**  
**ADDITIONALLY, INTERVIEWS ON ALL MARINES ARE NOT BEING CONDUCTED AT THE APPROPRIATE TIMES.**



# FYI

- **ALL CMDS WILL RECEIVE A FY03 FTAP AND OR STAP REENLISTMENT MISSION... BE PROACTIVE AND ENGAGED**
- **FOR FY03 REENLISTMENTS, CMDS WILL RCV A MONTHLY UPDATE**
- 
- **FY03 RETENTION STANDOWNS/ BRIEFS SHOULD BE CONDUCTED BETWEEN 15 APRIL -15 JUN 02**
- **CG TRNG CMD HAS AUTHORITY TO REENLIST QUALIFIED FIRST TERM MARINES!**



# **TECOM/TRNGCOM Career Planner at your Service**

- **The TECOM Career Planner will travel to any school/detachment to aid the command**
- **Annual TECOM hosted Enlisted Retention Conference to keep your Career Planners up to date on whats occurring(last month's was a great success....thank you for sending your Marines!)**



# **TECOM Promotion Board Participation**

- **TECOM specifically broken out with the other major Marine Corps commands for selection board participation**
- **TECOM representation on ALL regular officer and enlisted selection boards, and many Reserve Boards**
- **CG TECOM's intent: To ensure that your Marines have someone on the board who knows the environment they work in!**



# **Training Command Selection Board Requirements for FY 02**

- **1 Col: Major USMC Sel Bd/ Oct 01**
- **1 Sgt Major: E-8/9 USMC Bd/Jan 02**
- **1 LtCol: CWO USMC Sel Bd/Aug 02**
- **1 1<sup>st</sup> Sgt : SSgt USMC Sel Bd/Jun 02**



# **Screening**

- **Review CMC White letter 04-02 and MCO 1326.6D prior to sending your Marines to Special Duty Assignments or Enlisted PME schools**
- **MMEA has been receiving a large amount of complaints from overseas commands about Marines arriving from schools not being properly screened**



# **Post September 11<sup>th</sup> Impact**

- **Mobilization of 47 reservists at Quantico, the MCRD's and MAGTF/TC in late 01 primarily for AT/FP....partial demobilization by Jun 02**
- **Personnel augmentation to MARCENT/MFL/5<sup>th</sup> Marines/26 MEU.....most are back.**
- **1 Officer augmented to Homeland Def Office...he's back.**
- **4 Officers/Enlisted to MCCDC Assessment Team....still there**
- **ADSW requests are up slightly**



# **Civilians**

- A resource not a program
- Tied to workload
- Baseline document is the Letter of Authorization(LOA)  
....not the T/O
- Funding is the key



# QUESTIONS?

